

**EXECUTIVE SECRETARIAT****Routing Slip**

TO:		ACTION	INFO	DATE	INITIAL
1	DCI				
2	DDCI				
3	EXDIR				
4	D/ICS				
5	DDI				
6	DDA				
7	DDO				
8	DDS&T				
9	Chm/NIC				
10	GC				
11	IG				
12	Compt				
13	D/EEO				
14	D/Pers				
15	D/OEA				
16	C/PAD/OEA				
17	SA/IA				
18	AO/DCI				
19	C/IPD/OIS				
20					
21					
22					
		<b>SUSPENSE</b> _____ Date			

Remarks:

DCI  
EXEC  
REG

Executive Secretary

3637 (10-81)

Date

<b>TRANSMITTAL SLIP</b>		<b>DATE</b>
<b>TO:</b> D/OP		
<b>ROOM NO.</b>	<b>BUILDING</b>	
<b>REMARKS:</b>		
<p>Some thoughts from</p> <p><input type="text"/> with my pencilled</p> <p>additions.</p> <p><input type="text"/></p>		
<b>FROM:</b> Ex Dir		
<b>ROOM NO.</b>	<b>BUILDING</b>	<b>EXTENSION</b>

FORM NO. 241  
1 FEB 55REPLACES FORM 36-8  
WHICH MAY BE USED.

(47)

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Addabbo Letter

Guidance for 

Confirm that DCI is giving his personal attention to the domestic housing allowance and that Addabbo will/be informed of what we are doing.  
continue to

~~Not~~ Observe that we are finding it difficult to attract qualified employees to domestic field assignments, and note that ~~we~~ our employees are home based in Washington, move frequently and therefore are incurring personal expenses when they make domestic moves.

Describe the DCI's interest<sup>m</sup> finding and retaining the best qualified employees anywhere, and state conviction that to do so we need to look at employee compensation, benefit and retirement plans in their totality to ensure that they are competitive, adequate and fair.

Inform Addabbo that the DCI spoke recently to the President about the potential adverse affect of bringing CIA employees in under Social Security and of extending the retirement age for Civil Service retirement.

Close by saying DCI looks forward to working with the committee on question of employee benefits and compensation. Imagination, a new look at traditional employee motivational practices is needed. Goal is equitable return to employee, a stronger and more effective intelligence service, at a fair and proven cost effective price to the tax payers.

~~XXXXX should be considered as a first move~~

Above phraseology not necessary but letter should convey DCI concern for ~~XXXXX~~ other issues as well as housing allowance and that we intend to do something about entire field of employee compensation/benefits.

Yes - in fact, use this as lead to agreement that parts of the problem are Government-wide, and indeed NEIB-wide. (thus requiring DCI to consider <sup>common</sup> Community issues). But, a point to start stressing, <sup>politely and politically</sup>, is that he is the D/CIA and that a deliberate goal of the ExDir as in-house overseer is to rebuild internal spirit as well as external resource support through judicious use of those authorities which exist to obviate the bureaucracy.

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83-1275/4

# Congress of the United States

## House of Representatives

### Committee on Appropriations

#### Washington, D.C. 20515

March 14, 1983

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TELEPHONE:  
 (202) 225-2771

The Honorable William J. Casey  
 Director of Central Intelligence  
 Washington, D. C. 20505

Dear Director Casey:

This responds to a letter from the CIA Executive Director, [redacted] dated March 11, 1983, concerning the increasing difficulty CIA is experiencing in attracting and retaining qualified employees for assignment to domestic locations outside of the Washington, D. C. area.

In his letter, [redacted] states: "High interest rates and inflationary pressures, particularly in the housing market, have created major obstacles to staffing these important jobs... Employees who are being selected for frequent domestic reassignments are finding that the financial burden they must bear is becoming intolerable and unacceptable". As a solution he states that a domestic quarters allowance similar to that provided to military personnel could offer significant relief to these domestic relocation problems, and that CIA's concerns are too severe and pressing to wait for the completion of an ongoing Office of Personnel Management (OPM) and GSA effort in this area.

I am sympathetic to the problems CIA employees are experiencing in being frequently relocated. However, they are not unique. Countless other governmental departments, agencies and bureaus, in fulfilling their missions and responsibilities, must also frequently reassign their employees. The OPM-GSA effort mentioned in Mr. Briggs' letter is formulating legislative proposals to address this problem for all affected governmental bodies and personnel.

While [redacted] letter was merely to advise the Committee of the problem and to inform the Committee that CIA intends to continue its examination of various alternative solutions, it also stated: "After consultation with our congressional committees, we plan to use the Director's special

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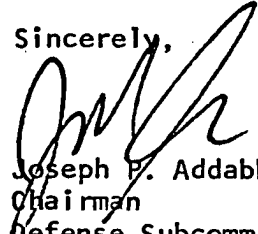
authority to implement the proposal which would best serve to meet our needs". This potentially could result in a situation similar to that which occurred when CIA first implemented the Interim Overseas Pay Differential for CIA employees only.

If CIA has a problem in this area, so do other intelligence and non-intelligence agencies.

Frankly, Bill, I do not understand why CIA cannot wait for the completion of the OPM-GSA effort. However, I trust that you will closely monitor this situation and all proposals it may engender. No implementing actions should be taken prior to securing the approval of the cognizant congressional committees.

With best wishes,

Sincerely,



Joseph P. Addabbo  
Chairman  
Defense Subcommittee